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# INDUSTRIAL DISPUTES AUSTRALIA







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**INDUSTRIAL DISPUTES  
AUSTRALIA  
1990**

**IAN CASTLES**  
Australian Statistician



AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NUMBER 6322.0



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### **INQUIRIES**

• *for further information about statistics in this publication and the availability of related unpublished statistics, contact Brenda McMorro on Canberra (06) 252 6561 or any ABS State office.*

• *for information about other ABS statistics and services please refer to the back page of this publication.*

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## SUMMARY OF FINDINGS

### Disputes in progress during 1990

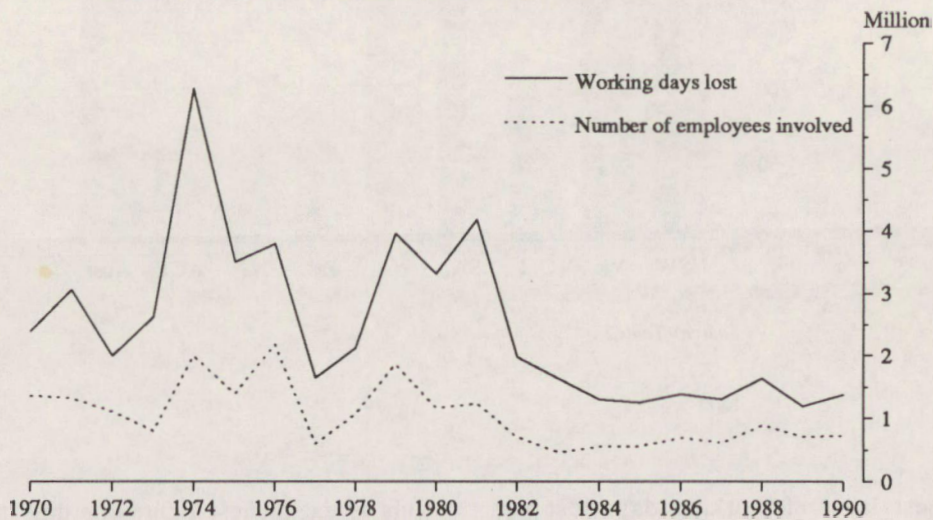
In 1990, 1,193 disputes were reported as being in progress. This was a decrease of 14.9 per cent from 1989 (1,402) and the lowest number of disputes in progress in a calendar year since 1962 (1,183).

All States reported fewer disputes in progress than in the previous two years. In New South Wales, 548 disputes were reported in progress in 1990, a decrease of 84 from the previous year. Western Australia and Queensland reported 38 and 30 disputes fewer in 1990 than in 1989, respectively. Despite the reduction in the number of disputes, both the number of employees involved and

working days lost increased in 1990 from the previous year.

The number of employees involved (directly and indirectly) increased by 2.8 per cent from 709,800 in 1989 to 729,900 in 1990. At the same time the number of working days lost increased by 14.5 per cent over the previous year, rising from 1,202,400 in 1989 to 1,376,500 in 1990. This increase can be attributed primarily to the high level of disputation in the Metal products, machinery and equipment manufacturing industry which accounted for 39.0 per cent of working days lost in 1990.

DIAGRAM 1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY), DISPUTES IN PROGRESS, AUSTRALIA



Source: Table 1

### Working days lost

New South Wales recorded the highest number of working days lost in 1990 (622,900), followed by Victoria with 391,200 days lost. However, South Australia showed the greatest increase during the twelve month period rising from 35,000 in 1989 to 125,800 in 1990, an increase of 259.0 per cent. The Northern Territory and the Australian Capital Territory both reported a decrease in working days lost.

The Manufacturing industry reported 669,700 working days lost which was 48.7 per cent of total working days lost (1,376,500) during the year. There were 237,100 working days lost reported by the Mining industry and 199,200 working days lost in the Community Services industry in 1990.



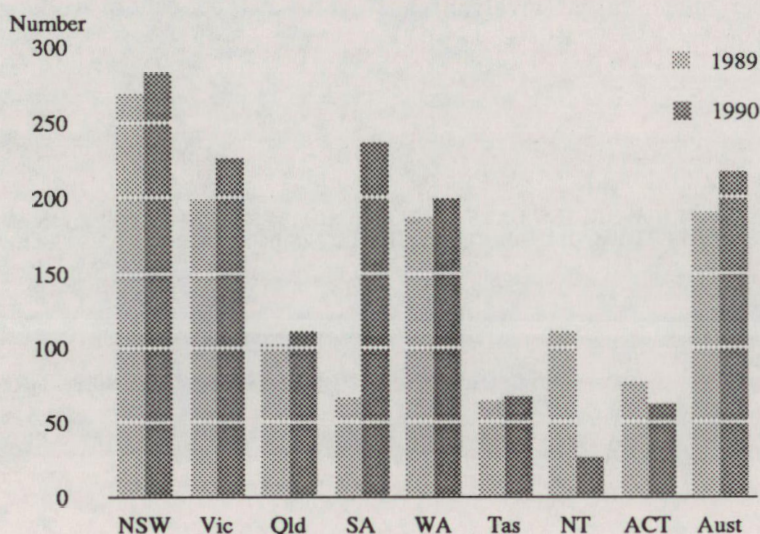
### *Working days lost per thousand employees*

There were 217 working days lost per thousand employees in 1990, an increase from 190 in 1989, but a lower level than in earlier years.

South Australia showed the sharpest increase in working days lost per thousand employees since 1989, rising from 67 to 236, an increase of 252.2 per cent for the twelve month period. This is the highest number of working

days lost per thousand employees for South Australia since 1981 (320). New South Wales (283) and Victoria (226) also showed increases compared to 1989, from 269 and 199 respectively. The Northern Territory recorded 26 working days lost per thousand employees, the lowest on record.

**DIAGRAM 2. INDUSTRIAL DISPUTES IN PROGRESS DURING 1989 AND 1990:  
WORKING DAYS LOST PER THOUSAND EMPLOYEES**



Source: Table 3

In 1990 the highest level of working days lost per thousand employees occurred in the Coal mining industry (4,879). This is lower than its level for many years, being a decrease from 5,505 in 1989 and a dramatic decrease on the record high level of 15,548 in 1988.

Significant changes in working days lost per thousand employees occurred in other industries. The Metal products, machinery and equipment manufacturing industry recorded 1,293 days lost per thousand employees, an increase of 173.4 per cent from 1989 (473) and the highest figure for this industry since 1981 (2,287); the Transport and storage; Communication grouping also recorded an increase from 160 in 1989 to 299 in 1990.

This is the highest figure for this industry since 1985 (430).

In the Coal mining industry, New South Wales had the highest level of working days lost per thousand employees (6,691). For Mining (other than Coal mining), Victoria recorded the highest figure (10,042) while in the Transport and storage; Communication industry grouping, Victoria also recorded the highest figure (780). In the Metal products, machinery and equipment manufacturing industry, the highest numbers of days lost per thousand employees were reported in New South Wales (2,410), South Australia (1,925) and Western Australia (1,725).



### Disputes which ended during 1990

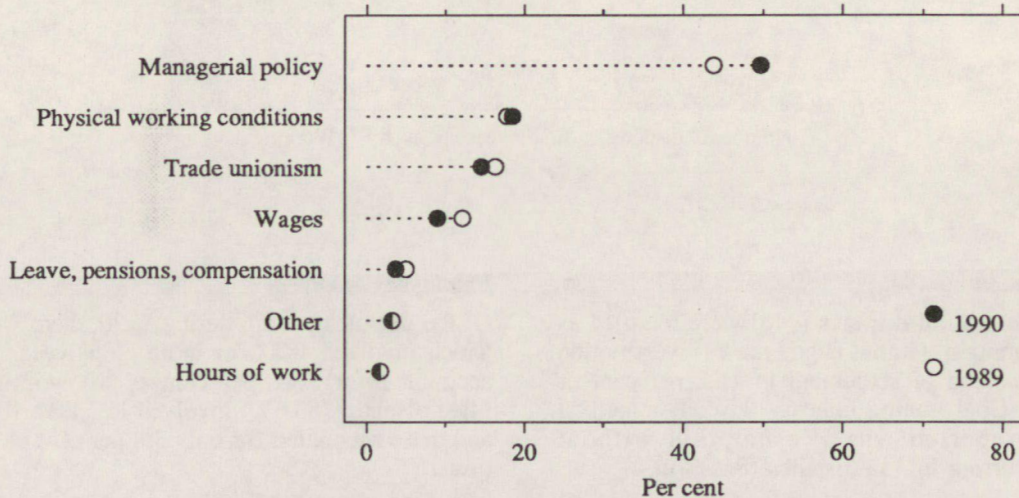
A total of 1,187 disputes ended during 1990, involving 716,100 employees and the loss of 1,398,200 working days. This is an increase of 22.2 per cent in working days lost from the number of disputes which ended in 1989 (1,144,500 days lost). The Metal products, machinery and equipment manufacturing industry (536,400) accounted for 38.4 per cent of all working days lost.

Some 46.0 per cent of disputes ending in 1990 occurred in New South Wales (546). These disputes involved 600,600 working days lost (43.0% of all days lost).

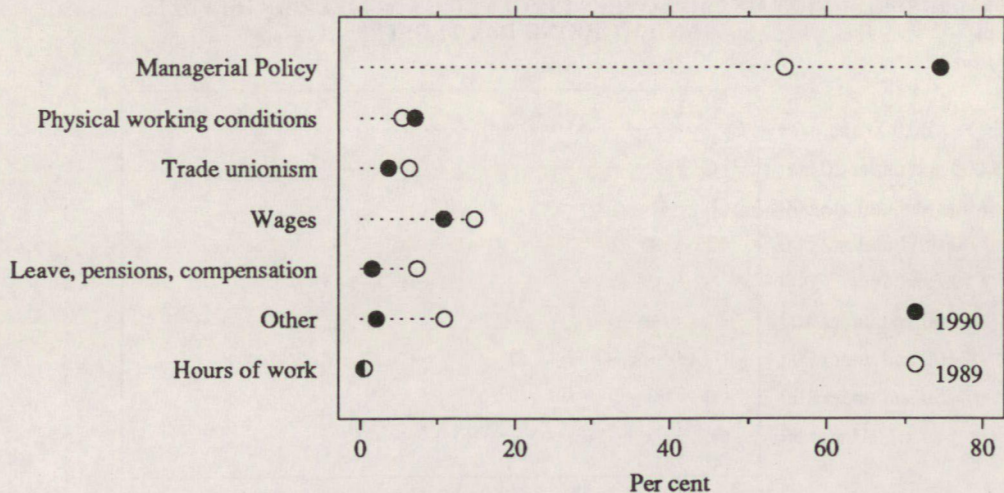
### Cause of dispute

Managerial policy (including award restructuring) was the major reported cause of disputes ending in 1990 (590 or 49.7% of all disputes) and accounted for the largest number of employees involved (523,100 or 73.0%). Managerial policy also accounted for most working days lost, (1,041,700, or 74.5% of all working days lost). Wages was the reported cause of a further 10.8 per cent of working days lost.

**DIAGRAM 3. INDUSTRIAL DISPUTES ENDING DURING 1989 AND 1990:  
DISTRIBUTION OF NUMBER OF DISPUTES BY CAUSE OF DISPUTE**



**DIAGRAM 4. INDUSTRIAL DISPUTES ENDING DURING 1989 AND 1990:  
DISTRIBUTION OF WORKING DAYS LOST BY CAUSE OF DISPUTE**



Source: Table 8

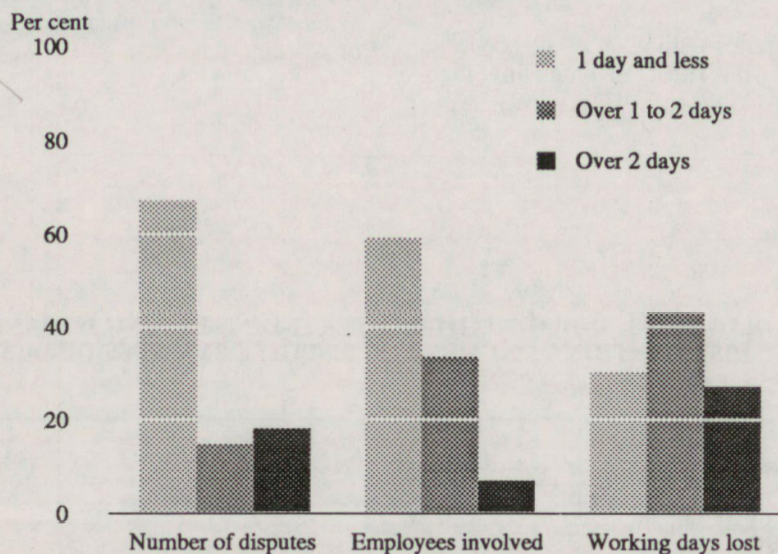


### Duration of dispute

Of the 1,187 disputes ending in 1990, 798 (67.2%) of these lasted one day or less and involved 424,100 (59.2%) of all workers involved. These disputes accounted for 30.0 per cent of total working days lost. Some 43.0 per

cent of working days lost (601,300 days) were as a result of disputes lasting over one day and up to and including 2 days.

**DIAGRAM 5. INDUSTRIAL DISPUTES ENDING DURING 1990:  
DURATION OF DISPUTE**



Source: Table 11

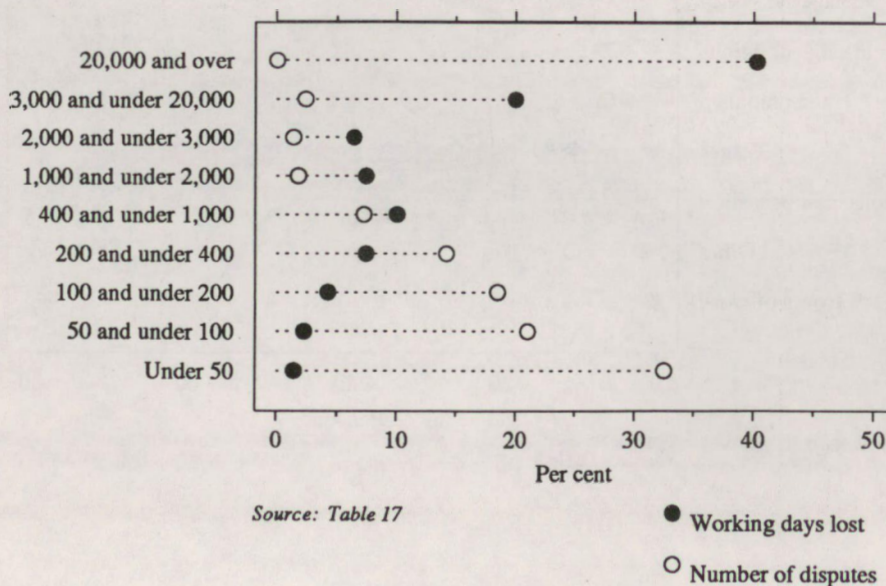
### Method of settlement

Some 63.0 per cent of all disputes (748) were reported as settled by "Resumption without negotiation". Negotiation was the major method of settlement in 15.2 per cent of disputes. In the Coal mining industry the major method of settlement reported was "Resumption without negotiation", occurring in 332 disputes (86.2%).

### Employees involved

Of the disputes ending during 1990, there were 75 (6.3%) which involved 1,000 or more employees. In total they accounted for 74.2 per cent of all working days lost. Most disputes (53.6%) involved less than 100 employees, and these accounted for only 3.8 per cent of working days lost.

**DIAGRAM 6. INDUSTRIAL DISPUTES ENDING DURING 1990:  
DISTRIBUTION OF EMPLOYEES INVOLVED BY NUMBER OF DISPUTES  
AND WORKING DAYS LOST**



Source: Table 17

● Working days lost  
○ Number of disputes



# PART A: INDUSTRIAL DISPUTES IN PROGRESS DURING THE YEAR

TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1980 TO 1990, AUSTRALIA

Period	Number of disputes		Employees involved ('000)						Working days lost ('000)	Working days lost per thousand employees(b)
			Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved(a)	Total	Newly involved(a)	Total	Newly involved(a)	Total		
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7	649
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3	797
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217

(a) Comprises employees involved in disputes that commenced during the period and additional employees involved in disputes that continued from previous periods. (b) See paragraph 7 of Appendix B.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990 : BY INDUSTRY, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	Manufacturing							
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; communi- cation	Other industries(b)	All industries
	Coal	Other						
1985	6,892	1,928	256	312	666	430	71	228
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,548	1,777	750	183	725	177	85	269
1989	5,505	642	473	283	374	160	97	190
1990	4,879	1,631	1,293	212	204	299	62	217

(a) See paragraph 7 of Appendix B. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.

TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990 :  
STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1985	209	236	411	48	188	138	213	159	228
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217

(a) See paragraph 7 of Appendix B.



TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990 : STATES AND TERRITORIES, AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES COMMENCING									
1985	860	256	174	86	358	69	50	23	1,876
1986	820	259	150	110	267	72	47	22	1,747
1987	628	228	164	102	243	68	34	45	1,512
1988	675	188	209	86	221	54	40	29	1,502
1989	628	180	207	67	226	40	19	24	1,391
1990	548	161	179	53	190	26	13	19	1,189
NUMBER OF DISPUTES IN PROGRESS									
1985	863	262	178	88	361	70	50	23	1,895
1986	824	260	151	111	267	72	47	22	1,754
1987	629	230	164	102	245	68	34	45	1,517
1988	676	191	209	87	221	55	40	29	1,508
1989	632	182	209	68	228	40	19	24	1,402
1990	548	165	179	53	190	26	13	19	1,193
EMPLOYEES NEWLY INVOLVED('000)									
1985	218.9	124.0	127.8	12.9	48.0	9.5	4.8	6.7	552.7
1986	324.3	146.5	69.2	58.9	50.6	15.5	3.5	5.4	673.9
1987	337.0	85.1	51.9	41.4	41.9	19.2	7.5	9.4	593.4
1988	452.6	207.6	104.4	39.8	60.9	8.2	7.3	13.1	893.9
1989	380.6	174.1	45.3	37.4	54.0	4.2	2.1	8.8	706.4
1990	340.9	165.1	53.4	73.8	73.2	9.9	1.0	8.6	725.9
TOTAL EMPLOYEES INVOLVED('000)									
1985	226.3	130.9	129.0	14.5	48.7	9.5	4.8	6.7	570.5
1986	338.8	146.6	72.2	58.9	50.6	15.5	3.5	5.4	691.7
1987	350.1	86.2	51.9	41.4	43.1	19.2	7.5	9.4	608.8
1988	452.8	207.7	104.4	39.9	60.9	8.3	7.3	13.1	894.4
1989	382.7	174.3	45.6	37.4	54.7	4.2	2.1	8.8	709.8
1990	340.9	169.1	53.4	73.8	73.2	9.9	1.0	8.6	729.9
EMPLOYEES DIRECTLY INVOLVED('000)									
1985	216.8	121.8	124.7	12.9	46.1	8.8	4.6	6.7	542.3
1986	329.5	141.8	70.8	56.9	49.2	14.5	3.5	5.4	671.6
1987	345.4	78.5	50.8	40.0	40.4	18.4	7.4	9.4	590.3
1988	448.9	203.7	103.5	39.5	60.1	8.1	7.3	13.1	884.1
1989	380.5	169.8	43.6	36.7	52.9	4.2	2.1	8.8	698.6
1990	340.1	168.0	53.0	73.0	72.4	9.9	1.0	8.6	725.9
EMPLOYEES INDIRECTLY INVOLVED('000)									
1985	9.4	9.2	4.3	1.7	2.6	0.7	0.2	—	28.2
1986	9.3	4.9	1.5	2.0	1.4	1.0	—	—	20.1
1987	4.7	7.7	1.1	1.4	2.8	0.8	—	—	18.5
1988	3.9	4.0	1.0	0.4	0.8	0.2	—	—	10.3
1989	2.2	4.4	2.0	0.8	1.8	0.1	—	—	11.2
1990	0.8	1.1	0.4	0.8	0.8	—	—	—	4.0
WORKING DAYS LOST('000)									
1985	398.7	355.9	336.2	22.5	92.9	20.7	11.5	17.9	1,256.2
1986	598.8	381.8	173.3	46.3	143.1	29.2	11.8	6.5	1,390.7
1987	744.8	281.4	73.7	44.6	115.3	28.0	6.5	17.5	1,311.9
1988	730.1	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5



TABLE 5. INDUSTRIAL DISPUTES IN PROGRESS DURING 1990 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)(a)

	Mining		Manufacturing		Construc- tion	Transport and storage; communi- cation	Other industries(b)	All industries
	Coal	Other	Metal products, machinery and equipment	Other				
NSW	6,691	—	2,410	171	234	80	61	283
Vic.	—	10,042	273	205	251	780	123	226
Qld	3,884	—	280	368	192	142	6	111
SA	—	17	1,925	313	50	207	23	236
WA	—	1,407	1,725	109	206	227	41	200
Tas.	—	128	466	73	161	374	12	67
NT	—	152	—	93	—	305	8	26
ACT	—	—	—	—	30	161	61	62
Australia	4,879	1,631	1,293	212	204	299	62	217

(a) See paragraph 7 of Appendix B. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.

TABLE 6. INDUSTRIAL DISPUTES IN PROGRESS DURING 1990: BY INDUSTRY, AUSTRALIA

Industry	Total industrial disputes in progress (no.)(a)(b)	Employees involved (directly and indirectly) (‘000)	Working days lost (‘000)
Agriculture, forestry, fishing and hunting	—	—	—
Mining	494	97.3	237.1
Ferrous metal ores	90	12.7	27.8
Coal	387	80.2	150.5
Other	17	4.4	58.8
Manufacturing	284	314.1	669.7
Food, beverages and tobacco	39	21.1	61.3
Textiles, clothing and footwear	6	1.0	5.7
Wood, wood products and furniture	7	1.1	6.2
Paper, paper products, printing and publishing	16	26.9	29.8
Chemical, petroleum and coal products	28	4.3	26.5
Metal products, machinery and equipment	178	258.4	536.3
Other manufacturing	10	1.4	3.8
Electricity, gas and water	20	6.5	28.5
Construction	76	42.9	62.2
Wholesale and retail trade	20	1.9	7.8
Transport and storage	151	61.8	127.6
Road transport	21	44.4	104.1
Rail transport	17	3.5	4.1
Water transport	6	0.3	0.2
Air transport	4	0.4	0.3
Other transport and storage	4	0.3	1.1
Services to transport	99	12.9	17.9
Stevedoring	47	7.9	7.3
Other services to transport	52	5.0	10.6
Communication	21	4.9	2.4
Finance, property and business services	12	17.8	10.5
Public administration and defence	28	16.6	26.0
Community services	68	161.0	199.2
Recreation, personal and other services	19	5.2	5.5
<b>Total</b>	<b>1,193</b>	<b>729.9</b>	<b>1,376.5</b>

(a) See paragraph 9 of Appendix B. (b) State by industry information is available on request.



TABLE 7. INDUSTRIAL DISPUTES IN PROGRESS DURING 1990 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—	—	—
Mining	58.8	2.3	21.4	0.1	14.1	0.5	0.1	—	97.3
Ferrous metal ores	—	—	—	—	12.7	0.1	—	—	12.7
Coal	58.8	—	21.4	—	—	—	—	—	80.2
Other	—	2.3	—	0.1	1.5	0.4	0.1	—	4.4
Manufacturing	169.4	35.2	16.5	55.6	35.0	2.3	0.1	—	314.1
Food, beverages and tobacco	3.2	6.2	8.8	2.6	0.3	—	—	—	21.1
Textiles, clothing and footwear	0.4	0.5	—	—	—	—	0.1	—	1.0
Wood, wood products and furniture	0.2	—	—	0.8	—	0.1	—	—	1.1
Paper, paper products, printing and publishing	23.6	1.4	0.8	0.2	0.4	0.4	—	—	26.9
Chemical, petroleum and coal products	0.3	3.0	0.1	—	0.9	—	—	—	4.3
Metal products, machinery and equipment	141.7	23.4	7.0	51.1	33.4	1.7	—	—	258.4
Other manufacturing	—	0.5	—	0.9	—	—	—	—	1.4
Electricity, gas and water	0.5	1.9	—	—	4.1	0.1	—	—	6.5
Construction	20.5	18.5	1.3	0.6	1.6	0.4	—	0.1	42.9
Wholesale and retail trade	0.9	0.7	—	0.1	0.2	—	—	—	1.9
Transport and storage	7.9	28.7	6.9	6.4	7.4	3.2	0.3	1.1	61.8
Road transport	0.4	23.8	5.8	5.8	4.2	3.0	0.2	1.1	44.4
Rail transport	—	1.9	0.2	0.3	1.0	—	—	—	3.5
Water transport	0.2	—	—	—	—	—	—	—	0.3
Air transport	—	0.1	0.2	—	0.1	—	—	—	0.4
Other transport and storage	0.2	0.1	—	—	—	—	—	—	0.3
Services to transport	7.0	2.7	0.6	0.2	2.1	0.2	—	—	12.9
Stevedoring	3.3	2.4	0.5	0.2	1.4	0.1	—	—	7.9
Other services to transport	3.7	0.3	0.2	—	0.7	0.1	—	—	5.0
Communication	1.3	3.3	—	0.1	0.1	—	—	—	4.9
Finance, property and business services	7.5	10.0	—	0.1	0.1	—	—	0.1	17.8
Public administration and defence	1.4	8.2	0.9	1.0	0.6	—	—	4.5	16.6
Community services	69.4	59.6	6.2	9.7	9.7	3.2	0.3	2.8	161.0
Recreation, personal and other services	3.4	0.7	0.2	0.2	0.3	0.2	0.1	—	5.2
<b>Total</b>	<b>340.9</b>	<b>169.1</b>	<b>53.4</b>	<b>73.8</b>	<b>73.2</b>	<b>9.9</b>	<b>1.0</b>	<b>8.6</b>	<b>729.9</b>
WORKING DAYS LOST('000)									
Agriculture, forestry, fishing and hunting	—	—	—	—	—	—	—	—	—
Mining	111.8	56.0	38.7	0.1	30.0	0.3	0.3	—	237.1
Ferrous metal ores	—	—	—	—	27.6	0.2	—	—	27.8
Coal	111.8	—	38.7	—	—	—	—	—	150.5
Other	—	56.0	—	0.1	2.4	0.2	0.3	—	58.8
Manufacturing	380.5	83.3	43.4	109.4	48.4	4.6	0.1	—	669.7
Food, beverages and tobacco	5.5	17.3	28.8	7.9	1.9	—	—	—	61.3
Textiles, clothing and footwear	4.3	1.4	—	—	—	—	0.1	—	5.7
Wood, wood products and furniture	0.4	0.1	—	5.5	—	0.2	—	—	6.2
Paper, paper products, printing and publishing	24.1	2.0	1.5	0.3	0.7	1.1	—	—	29.8
Chemical, petroleum and coal products	1.5	22.8	0.1	—	2.1	—	—	—	26.5
Metal products, machinery and equipment	344.6	38.9	13.0	92.8	43.8	3.2	—	—	536.3
Other manufacturing	0.1	0.8	0.1	2.9	—	—	—	—	3.8
Electricity, gas and water	0.1	22.2	—	—	6.0	0.3	—	—	28.5
Construction	22.6	21.4	10.3	1.3	5.7	0.9	—	0.1	62.2
Wholesale and retail trade	4.3	2.9	—	0.2	0.3	—	0.1	—	7.8
Transport and storage	12.5	84.0	11.1	6.3	8.4	3.5	0.9	0.9	127.6
Road transport	0.5	78.2	10.0	5.8	5.1	3.0	0.6	0.9	104.1
Rail transport	—	2.0	0.3	0.3	1.5	—	—	—	4.1
Water transport	0.1	—	—	—	—	—	—	—	0.2
Air transport	—	0.1	0.2	—	—	—	—	—	0.3
Other transport and storage	1.0	0.1	—	—	—	—	—	—	1.1
Services to transport	10.9	3.5	0.7	0.2	1.8	0.5	0.3	—	17.9
Stevedoring	2.9	2.2	0.5	0.2	1.1	0.1	0.3	—	7.3
Other services to transport	7.9	1.3	0.2	0.1	0.8	0.3	—	—	10.6
Communication	0.2	2.0	—	0.1	—	—	—	—	2.4
Finance, property and business services	2.8	7.4	—	0.2	0.1	—	—	0.1	10.5
Public administration and defence	5.4	13.5	0.1	2.7	0.4	—	—	3.8	26.0
Community services	79.1	98.3	3.8	5.5	8.6	0.9	0.2	2.9	199.2
Recreation, personal and other services	3.6	0.4	0.5	0.2	0.4	0.2	0.1	—	5.5
<b>Total</b>	<b>622.9</b>	<b>391.2</b>	<b>107.9</b>	<b>125.8</b>	<b>108.4</b>	<b>10.7</b>	<b>1.7</b>	<b>7.9</b>	<b>1,376.5</b>



## PART B: INDUSTRIAL DISPUTES WHICH ENDED DURING THE YEAR

TABLE 8. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1985 TO 1990 : CAUSE OF DISPUTE, AUSTRALIA

<i>Cause of dispute</i>	1985	1986	1987	1988	1989	1990
WORKING DAYS LOST('000)						
Wages	301.3	546.3	519.7	507.9	169.6	151.1
Hours of Work	49.5	13.2	20.3	31.5	5.6	4.3
Leave, pensions, compensation	41.5	148.0	195.0	50.0	84.6	20.5
Managerial policy	323.5	486.0	330.9	897.6	625.2	1,041.7
Physical working conditions	193.9	93.7	88.7	158.1	61.9	99.3
Trade unionism	215.6	45.7	36.8	34.0	73.3	52.4
Other(a)	178.6	33.3	18.1	34.6	124.2	29.0
<b>Total</b>	<b>1,303.9</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.7</b>	<b>1,144.5</b>	<b>1,398.2</b>
WORKING DAYS LOST(Per cent)						
Wages	23.1	40.0	43.0	29.6	14.8	10.8
Hours of Work	3.8	1.0	1.7	1.8	0.5	0.3
Leave, pensions, compensation	3.2	10.8	16.1	2.9	7.4	1.5
Managerial policy	24.8	35.6	27.4	52.4	54.6	74.5
Physical working conditions	14.9	6.9	7.3	9.2	5.4	7.1
Trade unionism	16.5	3.3	3.0	2.0	6.4	3.7
Other(a)	13.7	2.4	1.5	2.0	10.9	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes disputes not elsewhere categorised.

TABLE 9. INDUSTRIAL DISPUTES ENDING DURING 1990 : CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA

Cause of dispute	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Other industries(a)	Total	
	Coal	Other							
NUMBER OF DISPUTES(b)									
Wages	36	4	12	16	6	15	18	107	9.0
Hours of Work	8	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	18	1.5
Leave, pensions, compensation	6	n.p.	11	8	n.p.	5	n.p.	44	3.7
Managerial policy	153	51	98	58	26	90	114	590	49.7
Physical working conditions	79	25	33	9	22	35	15	218	18.4
Trade unionism	84	n.p.	n.p.	n.p.	11	18	7	172	14.5
Other(c)	19	n.p.	n.p.	n.p.	4	n.p.	3	38	3.2
Total	385	107	178	104	76	172	165	1,187	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(‘000)									
Wages	8.2	1.4	2.0	7.4	3.7	4.4	55.0	82.1	11.5
Hours of Work	1.0	0.1	0.1	0.2	0.2	0.2	0.4	2.3	0.3
Leave, pensions, compensation	2.1	0.1	1.1	1.2	0.5	0.5	0.8	6.2	0.9
Managerial policy	27.8	9.8	232.9	40.6	19.7	53.6	138.6	523.1	73.0
Physical working conditions	14.1	2.6	3.3	2.9	1.7	3.1	5.8	33.5	4.7
Trade unionism	11.9	3.1	17.5	0.6	1.6	2.5	0.6	37.8	5.3
Other(c)	2.7	0.1	1.5	2.5	15.6	3.1	5.7	31.2	4.4
Total	67.9	17.1	258.4	55.5	42.9	67.4	207.0	716.1	100.0
WORKING DAYS LOST(‘000)									
Wages	18.3	35.7	2.8	21.2	12.4	4.4	56.2	151.1	10.8
Hours of Work	1.3	0.1	—	2.1	0.5	0.2	0.1	4.3	0.3
Leave, pensions, compensation	3.0	0.1	5.3	6.6	3.4	0.4	1.6	20.5	1.5
Managerial policy	56.8	39.4	505.4	114.8	24.7	121.7	178.8	1,041.7	74.5
Physical working conditions	22.0	8.1	3.6	24.6	8.0	4.8	28.2	99.3	7.1
Trade unionism	19.2	3.3	18.4	2.3	5.4	2.7	1.1	52.4	3.7
Other(c)	7.6	—	0.8	3.2	7.8	1.7	8.0	29.0	2.1
Total	128.2	86.7	536.4	174.8	62.2	136.0	274.1	1,398.2	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 9 of Appendix B. (c) Includes disputes not elsewhere categorised.



TABLE 10. INDUSTRIAL DISPUTES ENDING DURING 1990 : CAUSE OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

<i>Cause of dispute</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Wages	57	17	15	n.p.	9	n.p.	—	n.p.	107
Hours of Work	9	3	n.p.	—	n.p.	—	—	—	18
Leave, pensions, compensation	8	15	5	4	6	n.p.	—	n.p.	44
Managerial policy	236	n.p.	96	31	92	20	9	n.p.	590
Physical working conditions	113	19	27	6	n.p.	—	4	n.p.	218
Trade unionism	95	12	31	n.p.	29	n.p.	—	—	172
Other(b)	28	n.p.	n.p.	n.p.	n.p.	—	—	n.p.	38
<b>Total</b>	<b>546</b>	<b>162</b>	<b>179</b>	<b>53</b>	<b>189</b>	<b>26</b>	<b>13</b>	<b>19</b>	<b>1,187</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>c</sup> 000)									
Wages	59.2	5.0	9.0	7.5	1.1	0.1	—	0.1	82.1
Hours of Work	0.8	0.5	0.8	—	0.2	—	—	—	2.3
Leave, pensions, compensation	2.1	1.3	0.8	0.9	0.9	0.1	—	0.1	6.2
Managerial policy	216.0	151.7	31.5	47.5	60.8	9.7	0.7	5.1	523.1
Physical working conditions	17.6	4.8	5.3	1.3	4.1	—	0.2	—	33.5
Trade unionism	10.7	1.5	5.0	16.5	4.1	0.1	—	—	37.8
Other(b)	22.1	4.7	1.0	0.1	0.1	—	—	3.3	31.2
<b>Total</b>	<b>328.6</b>	<b>169.5</b>	<b>53.4</b>	<b>73.8</b>	<b>71.3</b>	<b>9.9</b>	<b>1.0</b>	<b>8.6</b>	<b>716.1</b>
WORKING DAYS LOST( <sup>c</sup> 000)									
Wages	79.7	43.9	20.5	4.0	2.8	0.2	—	0.1	151.1
Hours of Work	1.1	0.1	3.0	—	0.1	—	—	—	4.3
Leave, pensions, compensation	3.1	6.4	3.8	5.6	1.5	0.1	—	0.1	20.5
Managerial policy	455.1	339.8	54.0	94.8	82.4	10.1	1.0	4.4	1,041.7
Physical working conditions	24.8	41.4	15.9	5.0	11.5	—	0.7	0.1	99.3
Trade unionism	16.4	2.9	9.7	16.5	6.7	0.3	—	—	52.4
Other(b)	20.5	4.2	1.0	0.1	0.1	—	—	3.2	29.0
<b>Total</b>	<b>600.6</b>	<b>438.7</b>	<b>107.9</b>	<b>125.8</b>	<b>105.0</b>	<b>10.7</b>	<b>1.7</b>	<b>7.9</b>	<b>1,398.2</b>

(a) See paragraph 9 of Appendix B. (b) Includes disputes not elsewhere categorised.

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1985 TO 1990 : DURATION OF DISPUTE, AUSTRALIA

[illegible]



TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1990 : DURATION OF DISPUTE BY INDUSTRY, AUSTRALIA

Duration of dispute	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; communi- cation	Other indus- tries(a)	Total	
	Coal	Other							
NUMBER OF DISPUTES(b)									
Up to and including 1 day	256	80	136	43	31	131	121	798	67.2
Over 1 and up to and including 2 days	81	8	24	19	14	16	12	174	14.7
Over 2 and less than 5 days	33	10	10	16	11	14	18	112	9.4
5 and less than 10 days	n.p.	n.p.	n.p.	17	13	n.p.	n.p.	72	6.1
10 and less than 20 days	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	22	1.9
20 days and over	—	n.p.	—	n.p.	n.p.	n.p.	—	9	0.8
<b>Total</b>	<b>385</b>	<b>107</b>	<b>178</b>	<b>104</b>	<b>76</b>	<b>172</b>	<b>165</b>	<b>1,187</b>	<b>100.0</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>'000</sup> )									
Up to and including 1 day	45.5	10.7	91.1	35.0	36.3	36.6	168.8	424.1	59.2
Over 1 and up to and including 2 days	13.1	1.3	164.0	9.5	0.7	24.5	27.8	240.9	33.6
Over 2 and less than 5 days	6.4	1.3	2.1	4.8	3.7	2.1	7.1	27.4	3.8
5 and less than 10 days	2.0	1.2	0.9	2.6	1.4	4.1	1.8	13.9	1.9
10 and less than 20 days	0.9	0.8	0.3	1.3	0.6	—	1.5	5.5	0.8
20 days and over	—	1.8	—	2.4	0.1	—	—	4.4	0.6
<b>Total</b>	<b>67.9</b>	<b>17.1</b>	<b>258.4</b>	<b>55.5</b>	<b>42.9</b>	<b>67.4</b>	<b>207.0</b>	<b>716.1</b>	<b>100.0</b>
WORKING DAYS LOST( <sup>'000</sup> )									
Up to and including 1 day	52.0	11.3	106.2	38.2	29.5	32.2	149.4	418.9	30.0
Over 1 and up to and including 2 days	28.2	3.0	412.3	24.8	1.7	64.9	66.3	601.3	43.0
Over 2 and less than 5 days	22.6	4.9	8.2	16.5	11.6	7.7	26.3	97.8	7.0
5 and less than 10 days	12.2	6.6	5.7	17.6	9.7	30.3	11.8	93.8	6.7
10 and less than 20 days	13.2	11.7	3.9	15.9	6.9	0.5	20.3	72.4	5.2
20 days and over	—	49.1	—	61.8	2.8	0.4	—	114.0	8.2
<b>Total</b>	<b>128.2</b>	<b>86.7</b>	<b>536.4</b>	<b>174.8</b>	<b>62.2</b>	<b>136.0</b>	<b>274.1</b>	<b>1,398.2</b>	<b>100.0</b>

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 9 of Appendix B.

TABLE 13. INDUSTRIAL DISPUTES ENDING DURING 1990 : DURATION OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Duration of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES(a)									
Up to and including 1 day	410	82	91	33	140	17	n.p.	n.p.	798
Over 1 and up to and including 2 days	66	26	50	6	21	n.p.	—	n.p.	174
Over 2 and less than 5 days	46	17	22	8	n.p.	3	n.p.	—	112
5 and less than 10 days	n.p.	22	11	6	8	n.p.	n.p.	n.p.	72
10 and less than 20 days	4	n.p.	5	—	n.p.	—	n.p.	—	22
20 days and over	n.p.	n.p.	—	—	3	—	—	—	9
<b>Total</b>	<b>546</b>	<b>162</b>	<b>179</b>	<b>53</b>	<b>189</b>	<b>26</b>	<b>13</b>	<b>19</b>	<b>1,187</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>'000</sup> )									
Up to and including 1 day	174.0	107.2	23.5	38.9	62.9	8.6	0.8	8.3	424.1
Over 1 and up to and including 2 days	138.0	44.4	23.0	30.2	4.2	1.1	—	—	240.9
Over 2 and less than 5 days	11.4	5.8	4.7	3.4	1.9	0.2	0.1	—	27.4
5 and less than 10 days	3.9	5.0	1.4	1.3	1.8	0.1	0.1	0.3	13.9
10 and less than 20 days	1.2	3.1	0.9	—	0.3	—	—	—	5.5
20 days and over	—	4.2	—	—	0.2	—	—	—	4.4
<b>Total</b>	<b>328.6</b>	<b>169.5</b>	<b>53.4</b>	<b>73.8</b>	<b>71.3</b>	<b>9.9</b>	<b>1.0</b>	<b>8.6</b>	<b>716.1</b>
WORKING DAYS LOST( <sup>'000</sup> )									
Up to and including 1 day	169.0	116.7	19.7	31.3	68.5	6.6	0.8	6.3	418.9
Over 1 and up to and including 2 days	347.3	114.6	52.4	74.0	10.2	2.7	—	0.1	601.3
Over 2 and less than 5 days	41.4	21.7	15.6	11.1	6.9	0.6	0.3	—	97.8
5 and less than 10 days	25.1	36.1	9.4	9.3	11.2	0.7	0.5	1.5	93.8
10 and less than 20 days	17.5	39.8	10.9	—	4.2	—	0.1	—	72.4
20 days and over	0.3	109.8	—	—	3.9	—	—	—	114.0
<b>Total</b>	<b>600.6</b>	<b>438.7</b>	<b>107.9</b>	<b>125.8</b>	<b>105.0</b>	<b>10.7</b>	<b>1.7</b>	<b>7.9</b>	<b>1,398.2</b>

(a) See paragraph 9 of Appendix B.



TABLE 14. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1985 TO 1990 : METHOD OF SETTLEMENT, AUSTRALIA

<i>Method of settlement</i>	1985	1986	1987	1988	1989	1990
WORKING DAYS LOST('000)						
Negotiation	192.7	165.1	211.4	176.1	185.6	213.5
State legislation	137.5	110.2	171.9	102.7	122.5	167.6
Federal and joint Federal-State legislation	196.5	576.8	297.2	788.2	249.7	352.4
Resumption without negotiation	731.8	467.8	509.2	598.4	577.1	660.9
Other methods(a)	45.3	46.3	19.8	48.3	9.5	3.9
<b>Total</b>	<b>1,303.8</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.7</b>	<b>1,144.5</b>	<b>1,398.2</b>
WORKING DAYS LOST(Per cent)						
Negotiation	14.8	12.1	17.5	10.3	16.2	15.3
State legislation	10.5	8.1	14.2	6.0	10.7	12.0
Federal and joint Federal-State legislation	15.1	42.2	24.6	46.0	21.8	25.2
Resumption without negotiation	56.1	34.2	42.1	34.9	50.4	47.3
Other methods(a)	3.5	3.4	1.6	2.8	0.8	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.

TABLE 15. INDUSTRIAL DISPUTES ENDING DURING 1990 : METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; communication	Other industries(a)		
	Coal	Other						Total	Per cent
NUMBER OF DISPUTES(b)									
Negotiation	29	11	27	17	17	39	41	181	15.2
State legislation	12	12	10	14	n.p.	n.p.	29	107	9.0
Federal and joint									
Federal-State legislation	12	3	21	36	12	29	21	134	11.3
Resumption without negotiation	332	78	117	34	23	93	71	748	63.0
Other methods(c)	—	3	3	3	n.p.	n.p.	3	17	1.4
<b>Total</b>	<b>385</b>	<b>107</b>	<b>178</b>	<b>104</b>	<b>76</b>	<b>172</b>	<b>165</b>	<b>1,187</b>	<b>100.0</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(c'000)									
Negotiation	3.2	1.9	25.1	14.9	1.7	40.6	40.0	127.5	17.8
State legislation	3.3	3.2	3.6	3.4	4.2	0.5	40.3	58.5	8.2
Federal and joint									
Federal-State legislation	6.8	1.8	73.2	19.2	1.0	9.0	4.1	115.1	16.1
Resumption without negotiation	54.6	10.0	156.3	17.8	35.7	17.0	121.8	413.3	57.7
Other methods(c)	—	0.2	0.1	0.2	0.3	0.2	0.8	1.8	0.3
<b>Total</b>	<b>67.9</b>	<b>17.1</b>	<b>258.4</b>	<b>55.5</b>	<b>42.9</b>	<b>67.4</b>	<b>207.0</b>	<b>716.1</b>	<b>100.0</b>
WORKING DAYS LOST(c'000)									
Negotiation	5.3	2.0	40.8	24.7	7.8	80.1	52.8	213.5	15.3
State legislation	10.9	19.5	7.7	22.9	18.0	1.1	87.5	167.6	12.0
Federal and joint									
Federal-State legislation	10.9	48.0	140.1	83.0	4.9	36.9	28.6	352.4	25.2
Resumption without negotiation	101.0	16.5	347.4	43.3	31.0	17.0	104.7	660.9	47.3
Other methods(c)	—	0.7	0.5	0.9	0.5	0.8	0.4	3.9	0.3
<b>Total</b>	<b>128.2</b>	<b>86.7</b>	<b>536.4</b>	<b>174.8</b>	<b>62.2</b>	<b>136.0</b>	<b>274.1</b>	<b>1,398.2</b>	<b>100.0</b>

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) See paragraph 9 of Appendix B. (c) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.



TABLE 16. INDUSTRIAL DISPUTES ENDING DURING 1990 : METHOD OF SETTLEMENT BY STATES AND TERRITORIES, AUSTRALIA

<i>Method of settlement</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Negotiation	58	47	18	9	n.p.	n.p.	7	5	181
State legislation	28	16	n.p.	n.p.	32	n.p.	—	—	107
Federal and joint									
Federal-State legislation	30	45	19	15	10	9	3	3	134
Resumption without negotiation	426	50	122	17	111	8	3	11	748
Other methods(b)	4	4	n.p.	n.p.	n.p.	n.p.	—	—	17
<b>Total</b>	<b>546</b>	<b>162</b>	<b>179</b>	<b>53</b>	<b>189</b>	<b>26</b>	<b>13</b>	<b>19</b>	<b>1,187</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Negotiation	19.2	78.5	9.6	7.3	7.6	3.7	0.5	1.1	127.5
State legislation	11.8	25.3	4.0	8.9	7.6	0.9	—	—	58.5
Federal and joint									
Federal-State legislation	18.9	17.5	10.1	33.1	33.7	1.6	0.1	0.2	115.1
Resumption without negotiation	278.1	47.6	29.8	24.5	21.9	3.7	0.4	7.3	413.3
Other methods(b)	0.6	0.6	—	—	0.5	—	—	—	1.8
<b>Total</b>	<b>328.6</b>	<b>169.5</b>	<b>53.4</b>	<b>73.8</b>	<b>71.3</b>	<b>9.9</b>	<b>1.0</b>	<b>8.6</b>	<b>716.1</b>
WORKING DAYS LOST('000)									
Negotiation	28.5	135.7	23.0	7.9	11.7	3.6	1.1	1.9	213.5
State legislation	33.9	89.6	9.8	9.1	23.0	2.3	—	—	167.6
Federal and joint									
Federal-State legislation	30.1	164.6	24.4	83.4	46.8	2.5	0.4	0.2	352.4
Resumption without negotiation	506.9	47.5	50.8	25.3	22.2	2.2	0.2	5.8	660.9
Other methods(b)	1.2	1.3	0.1	0.1	1.2	—	—	—	3.9
<b>Total</b>	<b>600.6</b>	<b>438.7</b>	<b>107.9</b>	<b>125.8</b>	<b>105.0</b>	<b>10.7</b>	<b>1.7</b>	<b>7.9</b>	<b>1,398.2</b>

(a) See paragraph 9 of Appendix B. (b) Includes Mediation, filling the places of workers on strike or locked out and closing down the establishment permanently.

TABLE 17. INDUSTRIAL DISPUTES ENDING DURING 1990 : DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA

	Number of disputes(a)	Employees involved (directly and indirectly)		Working days lost	
		Number ( '000)	Per cent	Number ( '000)	Per cent
<i>Employees involved —</i>					
Under 50	386	10.9	1.5	21.0	1.5
50 and under 100	250	18.0	2.5	32.2	2.3
100 and under 200	220	31.1	4.3	60.6	4.3
200 and under 400	169	47.3	6.6	105.3	7.5
400 and under 1,000	87	52.0	7.3	141.6	10.1
1,000 and under 2,000	22	30.0	4.2	104.8	7.5
2,000 and under 3,000	17	39.6	5.5	90.5	6.5
3,000 and under 20,000	29	216.5	30.2	279.0	20.0
20,000 and over	7	270.7	37.8	563.3	40.3
Total	1,187	716.1	100.0	1,398.2	100.0
<i>Working days lost —</i>					
10 and under 100	558	32.0	4.5	24.2	1.7
100 and under 500	398	71.9	10.0	92.6	6.6
500 and under 1,000	95	43.7	6.1	66.6	4.8
1,000 and under 2,000	54	53.4	7.5	77.2	5.5
2,000 and under 5,000	48	73.5	10.3	153.1	11.0
5,000 and under 10,000	11	41.5	5.8	77.7	5.6
10,000 and over	23	400.0	55.9	906.9	64.9
Total	1,187	716.1	100.0	1,398.2	100.0

(a) See paragraph 9 of Appendix B.



## APPENDIX A: EXPLANATORY NOTES

### Introduction

This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0) issued monthly.

2. Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

**PART A** Disputes that *started* in or were in *progress* during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.

**PART B** Disputes which *ended* during the year. These include all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### Coverage

3. The statistics in this publication relate only to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day. Disputes of less than ten working days are excluded.

4. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in Appendix A). Effects on other establishments, such as standdowns because of lack of materials, disruption of transport services, power cuts, etc. are not included. Also, some employees involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total working days lost in any particular dispute may be made up through working longer hours or increasing the labour force at other establishments, or at the establishments involved in the dispute after work has resumed.

### Sources

5. Reports of stoppages of work are obtained primarily from the Department of Industrial Relations, from trade journals, publications and newspapers. The statistics of individual industrial disputes are compiled from data obtained directly from employers and trade unions concerned. Particulars of some stoppages may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes (as defined).

### Discontinuities

6. The statistics of industrial disputes from 1984 are compiled according to the Australian Standard Industrial

Classification (ASIC), described in *Australian Standard Industrial Classification, 1983 Edition, Vol. 1* (1201.0). For the period 1981 to 1983 the statistics were compiled according to the 1978 edition of ASIC.

7. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the ABS Survey of Employment and Earnings. They are combined with estimates of the number of employees in Agriculture and in Private households, obtained from the ABS Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. The estimates of numbers of employees prior to June 1984 were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups

8. It should be noted that recent employment estimates from the Survey of Employment and Earnings are subject to revision as a result of changes being made to the ABS's register of businesses. This may result in revisions to estimates of working days lost per thousand employees. For further details refer to the explanatory notes of the publication *Employed Wage and Salary Earners, Australia* (6248.0).

9. The basis for the calculation of the number of disputes was changed in December 1987. Before that date, where the causes of several disputes were the same (e.g. National Wage Case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation or whether the dispute occurred in more than one industry. The reason for the change was to align the method of counting the number of disputes with International Labour Organisation guidelines. In accordance with this change in definition, estimates of the number of disputes shown in this bulletin for past periods have been revised to January 1985. Unpublished estimates of the number of disputes have been revised on this basis from January 1985 and are available on request. The number of employees involved and working days lost remain unchanged. The duration of each dispute and the number of employees involved in each dispute has been revised (i.e. more disputes of shorter duration).

### Reliability of estimates

10. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may



occur in any enumeration, whether it be a full count or a sample.

#### Other ABS publications

11. Users may also wish to refer to the following publications:

*Industrial Disputes, Australia* (6321.0)—issued monthly

*Labour Statistics, Australia* (6101.0)—issued annually

*The Labour Force, Australia, Preliminary* (6202.0)—issued monthly

*The Labour Force, Australia* (6203.0)—issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Trade Union Statistics, Australia* (6323.0)—issued annually

*Trade Union Members, Australia, August 1990* (6325.0)

*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0)—issued annually.

#### Unpublished statistics

12. Tables 5,6 & 7 published in 1988 have been deleted from this publication. Current data relating to these tables is available as a special data service.

13. In addition to the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries regarding data availability and associated charges for this publication should be directed to Brenda McMorrow on (06) 252 6561, or for other publications to Information Services in the nearest ABS office.

14. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

15. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### Symbols and other usages

- nil or rounded to zero
- n.p. not available for publication but included in totals where applicable, unless otherwise indicated



## APPENDIX B: GLOSSARY

**Cause of dispute**

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

**Wages.** Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

**Hours of work.** Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

**Leave, pensions, compensation** (in the 1987 edition of this publication included in other causes). Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

**Managerial policy.** Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

**Physical working conditions.** Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

**Trade unionism.** Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

**Other.** Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of ade-

quate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

**Disputes**

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurs. Prior to December 1987 disputes were counted differently (refer to paragraph 8 of Appendix B for other details).

4. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete calendar months, the stoppages are counted as a single dispute. When the return to work is for two or more calendar months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

5. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 3 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.



### Duration of dispute

6. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

### Employees

7. *Employees* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

8. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

9. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 4 of Appendix B.

10. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months, as published monthly in *Industrial Disputes, Australia* (6321.0). Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

### Method of settlement

11. Statistics of the *method of settlement* of industrial disputes relate to the *method reported as directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all

matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

### Working days lost

12. *Working days lost* refer to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

### Working days lost per thousand employees

13. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 7 of Appendix B for details of the way in which these measures are calculated and the change in the method of calculation from 1987.





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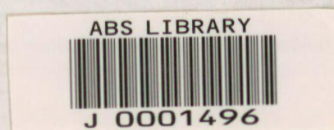


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